




TO: Workforce Investment Board Chairperson
Workforce Investment Board Director
Regional Workforce Board Chairpersons
Regional Operators
Regional Coordinators

FROM: Andrew J. Penca 
Commissioner

DATE: October 19, 2006

SUBJECT: DWD Commissioner's Directive 2006-12
Program Year 2005 Workforce Investment Act
Performance Levels and Program Year 2005 Incentive Award Policy

Purpose

To provide the Indiana Department of Workforce Development's policy for setting Workforce Investment Act performance goals for Program Year 2005 and the state's incentive award policy for Program Year 2005 Workforce Investment Act performance. This policy reflects Department of Labor Training and Employment Guidance Letter 17-05.

Rescission

None

Content

The Indiana Department of Workforce Development is announcing how Workforce Investment Act performance levels for Program Year 2005 are set and how incentive grants for Program Year 2005 will be awarded.

Performance Levels

All system measures have been eliminated.

For all 17 Workforce Investment Act performance measures in Program Year 2005 the following strategy was used to establish levels.

The state's negotiated levels for each Program Year 2005 Workforce Investment Act performance measure will be the goals for each of the fifteen workforce investment boards existing in Program Year 2005.

A chart showing the standards and the state's goals is attached.

Incentive Grants

To achieve an incentive award, each workforce investment board existing in Program Year 2005 must:

- Meet at least 14 of the 17 Workforce Investment Act measures. The Wage Record Interchange System (WRIS) data will be used for evaluating all unemployment insurance wage-based measures in Program Year 2005.
- Achieve no less than 80 percent of its goal for each of the 17 Workforce Investment Act performance standards.

Awards earned by the 15 workforce investment boards existing in Program Year 2005 will be awarded based upon their relative share of the state's Program Year 2005 Workforce Investment Act allocation formula. Except for Marion County, these awards will be aggregated to the Program Year 2006 workforce investment board for the balance of state and allocated to the Program Year 2006 regional workforce boards using the Program Year 2006 Workforce Investment Act allocation formula. This strategy will be used for Program Year 2005 incentive awards only.

Other Parameters

During Program Year 2005, the Indiana Department of Workforce Development conducted data validation for the workforce investment boards. Data that is deemed invalid may require progressive steps toward corrective action. These steps may include technical assistance and corrective action plans. Any Program Year 2005 incentive award based on data deemed to be invalid may result in the loss of that award. Any withholding of funds will be done in accordance with the sanctions policy.

Effective Date

Immediately

Ending Date

June 30, 2007

Ownership

Center of Excellence, Career Services

Action

Regional and local administrators are instructed to distribute the information contained in this policy to appropriate staff.

Contact Persons

For questions concerning this policy, please contact:

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Program Year 2005
Workforce Investment Act Performance Goals
for
Indiana Workforce Investment Boards

	PY'05 Goal*
ADULTS	
Entered Employment Rate	81%
Employment Retention Rate	82%
Earnings Change	\$3,360
Average Earnings	
Employment & Credential Rate	64%
DISLOCATED WORKERS	
Entered Employment Rate	86%
Employment Retention Rate	90%
Earnings Change	-\$2,420
Average Earnings	
Employment & Credential Rate	61%
OLDER YOUTH	
Entered Employment Rate	72%
Employment Retention Rate	82%
Earnings Change	\$3,000
Credential Rate	46%
YOUNGER YOUTH	
Skill Attainment Rate	86%
Diploma Attainment Rate	60%
Retention Rate	61%
CUSTOMER SATISFACTION	
Participant	73%
Employer	70%

* These are the goals for Indiana's fifteen workforce investment boards in Program Year 2005

PY'05 WIA Performance Measures

Note: Individuals exiting the program as institutionalized, health/medical, deceased, family care, reservists call to active duty, or youth relocated to a mandated residential program are excluded from all performance standards.

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
<p align="center">Adult and Dislocated Worker Measures</p> <p>1. All adult and dislocated worker exiters are subject to the entered employment, employment retention, and six months earnings increase measures; and</p> <p>2. Those adults and dislocated workers who received training services and exited are also subject to the employment and credential rate measures.</p>				
Adult Entered Employment Rate	<i>Of those not employed at registration:</i> Number of adults who have entered employment by the end of the first quarter after exit divided by the number of adults who exit.	Adults exiting the program October 1, 2004 through September 30, 2005 whose labor force status at time of registration was not employed.	# of exiters with: Labor force status is not employed and Pgcd=1A and Post1>0	# of exiters with: Labor force status is not employed and Pgcd=1A
Adult Employment Retention Rate	<i>Of those who are employed in the first quarter after exit:</i> Number of adults who are employed in the third quarter after exit divided by the number of adults who exit.	Adults exiting the program April 1, 2004 through March 31, 2005 who were employed in the first quarter after the exit quarter.	# of exiters with: Pgcd=1A and Post1>0 and Post3>0	# of exiters with: Pgcd=1A and Post1>0
Adult Six Month Earnings Change	<i>Of those who are employed in the first quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of adults who exit.	Adults exiting the program April 1, 2004 through March 31, 2005 who were employed in the first quarter after the exit quarter.	Exiters with: Pgcd=1A and post1>0 Then perform following calculation: (sum of post2 + sum of post3) – (sum of prior2 + sum of prior3)	# exiters with: Pgcd=1A and post1>0

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Adult Employment and Credential Rate	<i>Of adults who received training services:</i> Number of adults who were employed in the first quarter after exit and received a credential by the third quarter after exit divided by the number of adults who exited.	Adults exiting the program October 1, 2004 through September 30, 2005 who have received training services.	Remove all E4 activities # of exiters with: pgcd=1A and (having Line code=15 or 20) and (Having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlcn, credentl, attain_ged) AND post1>0	Remove all E4 activities # of exiters with: pgcd=1A and having Line code=15 or 20
Dislocated Worker Entered Employment Rate	Number of dislocated workers who have entered employment by the end of the first quarter after exit divided by the number of dislocated workers who exit.	Dislocated workers exiting the program October 1, 2004 through September 30, 2005	# of exiters with: (pgcd=1R or 1D) and Post1>0	# of exiters with: pgcd=1R or 1D
Dislocated Worker Employment Retention Rate	<i>Of those who are employed in the first quarter after exit:</i> Number of dislocated workers who are employed in the third quarter after exit divided by the number of dislocated workers who exit.	Dislocated workers exiting the program April 1, 2004 through March 31, 2005 who were employed in the first quarter after the exit quarter.	# of exiters with: (pgcd=1R or 1D) and Post3>0	# of exiters with: (pgcd=1R or 1D)
Dislocated Worker Six Month Earnings Change	<i>Of those who are employed in the first quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) divided by pre-program earnings (earnings in quarters 2 + quarter 3 prior to registration	Dislocated workers exiting the program April 1, 2004 through March 31, 2005 who are employed in the first quarter after the exit quarter.	Exiters with: (Pgcd=1D or 1R) and Post1>0 Then perform following calculation: (sum of post2 + sum of post3)	Exiters with (Pgcd=1D or 1R) and Post1>0 Then perform following calculation: (sum of prior2 + sum of prior3)
Dislocated Worker Employment and Credential Rate	<i>Of dislocated workers who received training services:</i> Number of dislocated workers who were employed in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of dislocated workers who exited.	Dislocated workers exiting the program October 1, 2004 through September 30, 2005 who received training services.	Remove all E4 activities # of exiters with: (pgcd=1D or 1R) and and (Line code=15 or 20) and (having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlcn, credentl, attain_ged) AND post1>0	Remove all E4 activities # of exiters with: (pgcd=1D or 1R) and Line code=15 or 20

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Older Youth Measures				
<ol style="list-style-type: none"> 1. All older youth exiters except those who move into post-secondary education or advanced training and are not employed in the measurement quarter are subject to the entered employment, employment retention, six months earnings increase, and credential rate measures; and 2. Older youth are those aged 19 through 21 on the date they begin participation in WIA services. 				
Older Youth Entered Employment Rate	<i>Of those not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit:</i> Number of older youth who have entered employment by the end of the first quarter after exit divided by the number of youth who exit.	Older youth exiting the program October 1, 2004 through September 30, 2005 who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the 1 st quarter after exit.	# of exiters with: Age 19-21 in 1Y and (not (postsecn is yes with line code E1 OR advtrain is yes with line code E1) and (labor force status is NOT employed)) and Post1>0	# of exiters with: age 19-21 in pgcd 1Y and not (postsecn is yes with line code E1 OR advtrain is yes with line code E1) and (labor force status is NOT employed)
Older Youth Employment Retention Rate	<i>Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:</i> Number of older youth who are employed in third quarter after exit divided by the number of older youth who exit.	Older youth exiting the program April 1, 2004 through March 31, 2005 who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the 3 rd quarter after exit.	Remove all activity records with line codes E4 or E5 # exiters with: Age 19-21 in 1Y and (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0 & Post3>0	Remove all activity records with line codes E4 or E5 # of exiters with: Age 19-21 in 1Y (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0
Older Youth Six Month Earnings Change	<i>Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit:</i> Total post-program earnings (earnings in quarter 2 + quarter 3 after exit) minus pre-program earnings (earnings in quarter 2 + quarter 3 prior to registration) divided by the number of older youth who exit.	Older youth exiting the program April 1, 2004 through March 31, 2005 who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the 3 rd quarter after the exit quarter.	Exiters with: Age 19 – 21 in 1Y and (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0 Then perform following calculation: (sum of post2 + sum of post3) – (sum of prior2 + sum of prior3)	# exiters with: Age19–21 in 1Y (NOT(postsecn is yes OR advtrain is yes) with line code E3) AND post1>0

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Older Youth Credential Rate	Number of older youth who are in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of the third quarter after exit divided by the number of older youth who exit.	Older youth exiting the program October 1, 2004 through September 30, 2005.	# of exiters with: Age 19 – 21 in 1Y and ((post1>0 OR (postsecn is yes or advtrain is yes)) AND (having at least one of the following: jrneyman, cta, hsdiploma, occ_cred, aa_as, ba_bs, occlcns, credentl, attain_ged))	Remove all activity records with line codes E4 or E5 # of exiters with: Age 19-21 in 1Y
<p style="text-align: center;">Younger Youth Measures</p> <p>1) All younger youth exiters except those who are still in secondary school at exit are subject to the diploma or equivalent attainment and retention rate measures; and</p> <p>2) Younger youth are those aged 14 through 18 on the date they begin participation in WIA services.</p>				
Younger Youth Skill Attainment Rate	Total number of goals attained by younger youth divided by the total number of goals set. (At least one and a maximum of three goals per year unless all goals have been met for the youth and the youth has been assessed to no longer be in need of basic skills, work readiness skills, or occupational skills goals). Successfully completed goals are count in the PY they are completed. Goals that are not successfully completed are counted in the PY one year after they are set.	All younger youth participants between April 1, 2005 and March 31, 2006.	Of those in the denominator, those goals attained during the quarters being reported and by the date due to be attained up to a total of three.	Participants Age 14-18 in pgcd 1Y: Count the number of goals assigned which were due to be completed (one year from registration date for first goal, one year from being set for all others unless exit date is first in which case it is due on exit date) during this reporting period, up to a total of three per registration year.

Performance Measure	Definition	Cohort	Numerator (PMIS/Wage File* Fields)	Denominator (PMIS/Wage File* Fields)
Younger Youth Diploma or Equivalent Rate	<i>Of those who register without a diploma or equivalent:</i> Number of younger youth who attained secondary school diploma or equivalent by the end of the first quarter after exit divided by the number of younger youth who exit (except those still in secondary school at exit).	Younger youth exiting the program April 1, 2005 through March 31, 2006 who registered without a diploma or equivalent and who were not still in secondary school at the time of exit.	Remove all activity records with line codes E2, E3, E4 and remove records with highest grade >11 at registration # of exiters who received high school diploma or ged whose Age 14-18 in pgcd 1Y	Remove all activity records with line codes E2, E3, E4 and Remove records with highest grade > 11 at registration and exclude exit code 15 # of exiters: age 14-18 in 1Y
Younger Youth Retention Rate	Number of younger youth in one of the following categories in the third quarter after exit: post secondary education, advanced training, employment, military service, qualified apprenticeships divided by the number of younger youth who exit (except those still in secondary school at exit).	Younger youth exiting the program April 1, 2004 through March 31, 2005 who were not still in secondary school at exit.	# of exiters: age 14-18 in 1Y and (post1>0 OR postsecn is yes OR advtrain is yes OR military is yes OR apprentice is yes)	# of exiters: age 14-18 in 1Y exclude exit code 15
Participant Customer Satisfaction	Satisfaction data collected from sampled participants via mail and telephone interviews.	A sample of participants exiting the program January 1, 2005 through December 31, 2005.		
Employer Customer Satisfaction	Satisfaction data collected from sampled employers via mail and telephone interviews.	A sample of employers utilizing the program January 1, 2005 through December 31, 2005.		

***Wage File Fields**

Post1 is the wages in the first quarter after the exit date

Post2 is the wages in the second quarter after the exit date

Post3 is the wages in the 3rd quarter after the exit datePost4 is the wages in the 4th quarter after the exit datePrior2 is the wages in the 2nd quarter prior to the enrollment date for 1A or 1Y and the dislocation date for 1D or 1RPrior3 is the wages in the 3rd quarter prior to the enrollment date for 1A or 1Y and the dislocation date for 1D or 1R